

# TOP COVER

THE POLICE FIREARMS OFFICERS  
ASSOCIATION MAGAZINE

E7 FIREARMS OFFICERS  
SHELL SHOCKED AT  
JPS DECISION

LINCOLNSHIRE CFI WRITES  
ABOUT THE DECISION

PFOA TRAINING UP  
AND RUNNING

FANCY A NEW CARLIER?  
NEW RECRUITMENT  
AGENCY LAUNCHED

FIREARMS HISTORY  
1785-1828



5.11



WEAR YOUR GEAR PROUDLY



ATTACHMENT

AND FLASHES  
FOR YOUR GEAR TO  
BEHOLD ONE OF THE JAMES

# ARE YOU READY?

*5.11 PROUDLY PROVIDES POLICE GEAR TO LAW ENFORCEMENT AGENCIES AROUND THE WORLD.*

5.11 Police gear is engineered with direct input from operators in the field, ensuring unbeatable readiness, reliability, and utility when it matters most.

[WWW.511TACTICAL.COM](http://WWW.511TACTICAL.COM)

For further details please contact us on [info@511tacticalusa.com](mailto:info@511tacticalusa.com) or (800) 511-5111



ALWAYS BE READY.

## TOP COVER

## MEET THE TEAM

## Our regular columnists

Mark Williams	Editor
Steve Henson	Past Incident Management
Dave Blackledge	Incident on the March
Scott Ingram	Law & Regulations
Justin Conway	Health & Fitness
David Williamson	Force Chapter
Steven Smith	History

## Graphic Design

www.stevemilford.co.uk

## PFOA Associates

George Hay, Huntingdon, Cambridgeshire

## HOW TO CONTACT US

The Police Pensions Officers Association  
PO Box 116, March, Cambridgeshire, PE15 5BA

T 01224 743444

E info@pfoa.co.uk

www.pfoa.co.uk

The PFOA cannot accept any liability for losses incurred by any person as a result of a default on the part of an administrator.  
"By Order"

Registered Charity in England and Wales No 119042  
Company Number 07981707

© The Police Pensions Officers Association 2014

## DISCOVER MORE ONLINE

Scanning this QR code will take you directly to  
www.pfoa.co.uk



## WELCOME

Welcome to TOP COVER, Edition 7. When we started the PFOA back in 2009 it was very much focused at that time around the experiences we had estimated around supporting pension officers following a police shooting. I made no secret of the fact that my personal experience came from being a Red Bull Red Bull man and Kevin Hughes following the fatal shooting of Harry (Sawley) back in 1993. The memory of those my colleagues and friends being arrested for murder at 200ft will stay with me for the rest of my days. It cut through me. I never only know how they really felt that day. The recent news regarding LT has left all of us shell shocked. But however we feel about this situation we, you, in police and former officers and Commanders, or I could say, do what you do best, looking after and protecting society against crime, violence and terrorism. We have more than most must have faith in that justice system, and trust the jury's verdict. You can read more on the LT situation, and an editorial by writing by Lisa Gifford in this magazine.

We have been very busy over the past few months. Membership continues to grow nicely and has been boosted recently after the success of the Defence Police Federation to bolster its support to its members, by joining their membership to the PFOA, without putting their subscriptions up. The PFOA Fall was another great success with all and sundry having a great night and making lots of money.

The editor looks at the launch of a new recruitment agency by us ex police pension officers and her friend, as well as more finance on the front from Dave Blackledge, looking at legal decisions making. We continue with our focus on history article and look at some of the support we have provided recently.

Thanks for reading Top Cover and thanks in turn to all you do.

MARK WILLIAMS EDITOR | info@pfoa.co.uk

Gift Aid is available for charities to claim 25p in the pound back from donations made to the charity.

We submit a return to HMRC with the name of the person donating. We do not submit the actual Gift Aid form. You can ask for Gift Aid to be claimed on your behalf for your PFOA donations by emailing Debbie in the office at info@pfoa.co.uk (put 'Gift Aid Donations' in subject line).

Please state your full name and house number and postcode. Gift Aid form at the office have address/phone number and postcode. We have these records in case HMRC want to dig deeper that the name on the return is from the bona fide taxpayer.

We then do the rest and claim the Gift Aid back, which goes towards supporting our colleagues and their families all over the UK.

Thank You!

# Book review...

*A young pharmaceutical executive unwittingly discovers one of the most powerful drugs of all time.*

*Far from perfect, he is forced to face up to his failings and is soon drawn into a bloody battle between rival companies and an ancient religious sect called the Seraphim.*

*A bloody scar is torn over Europe and North Africa as Matt Malcolm tries to save his family and unlock the ancient, biblical secret of immortality.*

*Can he find the last remaining source of the EDEN SEED before it's too late?*



Gollis Press is offering the new novel (publication date 29/7/2014) at £9.99 (\$1.99 on FB!) and two (FB!) leading up to £3.99 on the last of the new books.

# CONTENTS



## FEATURES & REGULARS

- 06** E7 FEATURE ARTICLE  
Sleep Safely in our Beds
- 08** SCIENCE ON THE STREET  
Rapid Decision Making
- 10** E7 FEATURE  
Officer Charged with Murder

- 12** TRAINING  
Playing to our strengths

- 16** NEW CAREERT  
Looking at the options

- 22** HISTORY  
Timeline by Mike Walden QPM

- 28** BODY CAMERAS  
New trials begin

## PFOA

- 14** PFOA BALL  
We look back on this year's ball

- 20** WHAT HAVE WE BEEN UP TO?  
Support we have provided

- 21** COMPETITION  
An exciting competition through S 11

- 25** NEW MEMBERS  
DPF join the PFOA

- 26** PFOA TRAINING  
A look at our training courses

# WE SLEEP SAFELY IN OUR BEDS BECAUSE ROUGH MEN STAND READY IN THE NIGHT TO VISIT VIOLENCE ON THOSE WHO WOULD DO US HARM

**W**hile walking aimlessly through my local shopping centre on a bright sunny day, trying hard to entertain my three girls and stop them making me bankrupt at the same time, I am nudged back into reality by the familiar vibration of my phone. I take the opportunity to check my phone and regain some adult contact and notice the Facebook alert. Oh good, another Candy Crush request or game update!

Nothing could have been further from the truth when I read the update from the PFOA.

"PFOA Statement on CPS decision to charge E7" flashes up on my phone and I stop, dead, in the middle of the walkway. I pause to take in the words. My eldest daughter, aged nine asks "What's wrong, Daddy?"

For a moment I don't know what to say, and then I simply say "Daddy has just read something that has shocked him". My daughter knows exactly what I do in the police, she is proud of her father being one of the few armed police officers in our force. How do you tell a nine year old that what Daddy does will never be the same again?

On the journey home and the subsequent hours I spent time reflecting on what was now all over the rolling news. I reflected on what effect this decision had on me. Then I realised how selfish that was, how this decision affected a lot more than just me.

As a CP in a rural force I am very fortunate that none of the staff I have the privilege to train have had to fire that potentially lethal shot. I am however extremely confident that should they ever have to make that decision, they would make it without fear or favour.

The decision regarding E7 may have changed that. We are currently going through a collaboration, which will make some of the officers re-evaluate their position. Has the murder charge made this any harder? As I sit there thinking about the incident itself I realised that I knew little of the actual facts. I knew what has been reported. I know what I have been told by people who were there. I can make assumptions as to what, as a tactical adviser and experienced AFO and instructor, I think actually took place. Do I actually know what happened? No.

The only person who knows what took place in that split second in E7. Nine years and a public enquiry do not give people the ability to see into the past and understand what took place in a street in Edgware in April 2005. However the judge at the enquiry has made a public statement that appears to do just that. Sir Christopher Holland ruled that there was "no lawful justification" for the shooting. That statement alone caused major waves in the small pool of authorised firearms officers. I sit here now and I find myself asking what will every AFO be thinking today?

The decision to charge has once again put the spotlight on armed policing and the decisions we as volunteers have to make on a daily basis. That small band of brothers and sisters who put themselves on offer every day to intervene between the public and unarmed colleagues.

While I reflected on the news I became aware of another significant story. It is significant only because it was significant to me. To most it would have not registered, however I had been following it throughout. The story was that of a correction for attempted murder following an attack on an unarmed PC who was attending a routine job in the early hours and was shot through the door of a flat in Leeds. Unarmed, unprepared and ultimately unprotected she took the brunt of a seven off shotgun fired by a schizophrenic who laughed as he rode away threatening to fire again. A small number of AFOs then took up the search knowing what had happened and knowing they may be required to make the ultimate decision. Has that received the same level of public outcry? I will leave you to ponder that.

As firearms officers we all understand the implications of what we do. I have been involved in enforced stops, the same tactic used in Edgware. Does this decision change how we perform it? No, every AFO wants it to go by the book. Does it go like that every time? No, but our professionalism and desire to protect the public make us do the best we can.

I am lucky that as a PFOA coach I am aware of the effect my comments can have on others and as a result I challenge myself to answer the myriad questions that will come from this decision. I am also aware of the effect the forthcoming coverage and trial will have on my family. This is still nothing compared to the impact on E7 and his family. Small consolation is the support the PFOA will give.

Ultimately this will change Armed Policing forever as all the previous requests and enquiries have also done. Will this stop people wanting to carry on? Will this prevent people applying for the role? The one question that remains for me is "Has this decision weakened the resolve of AFOs to carry on doing what we do?" The reality is I cannot answer on behalf of my peers, I can however answer for myself. I am prepared to carry on.

While asking these questions I am reminded of a George Orwell quote!

"We sleep safely in our beds because rough men stand ready in the night to visit violence on those who would do us harm"

Will those rough men (and women) be there after this? I still believe they will and for that I want to thank each and every one. ■



- George Orwell



MORTEN FRESTU BROWN



# KIND AN ENVIRONMENT

## Rapid Decision Making

Jumping to conclusions based upon limited information may just save your life in certain circumstances, especially where there is little or no time to think. Each of us has the ability to make instantaneous decisions with little or no time to rationally choose. The more familiar you become working in high-risk environments, the more you rely upon previous experiences which are often decisions initiated subconsciously. Firearms training teaches officers to rapidly identify visual cues, and these become the precursors enabling the swift identification for threatening movements. Training and operational experience reinforces the firearms officers' ability to generate fast assessment skills, and the ability to initiate subconscious motor responses prior to any comprehension or understanding.

Rapid decision-making or a 'gut feeling' based upon limited information may instantaneously fill us all with a strong and compelling feeling to act; however, although decisions made under threat may feel 'strong', they do run the risk of being just as equally 'wrong'. It should be emphasised that this 'strong' but 'wrong' aspect to skills training and decision-making has no simple antidote without the luxury of time and distance from any threat level; then, all of us have the ability to disregard information if it does not match the preferred solution identified by our brain.

Strong but wrong decisions are made by all of us in our daily lives, yet little attention is paid to decision making unless there is a negative outcome. Psychological theory suggests that within the brain there is a chain of operations that lead from visual perception to action commands; a common code develops for what visual information means to the individual, and this becomes interpreted and matched to the individual's knowledge. This is why individual interpretation is so important when giving evidence justifying what you have done and underpins the notion for us 'heavily held beliefs'.

Neuroscience informs us that rapid decision making occurs with an incredibly fast 'sweep forward' sweep of visual information, and this occurs before any rational process of problem solving can be applied. This means that visual stimuli are subconsciously matched against familiar outcomes lodged within our long-term memory subconsciously within hundredths of a second.

Based upon limited information the brain will try and resolve the threatening dilemma based upon what 'usually' happens – and this can occur without any recurrent processing by the brain in the 'solutions' storage area. Recurrent processing means that neurons within the brain share information and an analysis is made between brain cells; however, under extreme time pressure this comparison may not be made and the decision you make becomes the first solution identified.

The dilemma that firearms officers have is that training may elevate their skills set to a level whereby fast decisions become based upon subconscious neural probability. Personal survival will always win the neural competition for any cognitive information exchange. This notion is extremely uncomfortable to legislators and policy makers who generally believe that that all decisions are arrived at through rational and timely processing. Shooting while assessing sounds very precise and laudable within policy documents, however it is not always possible to match the dynamics of decision making with the notion of legislation.

Skills training empowers the firearms officer with a high degree of confidence in their own ability to make good decisions and this personal confidence increases with each and every successful 'live' operation when judgements turned out to be correct. Confidence develops when the nature of the incident has a degree of predictability and the decision maker can match the visual information to previous experiences. However, expert decision making is not necessarily the exact science that some people assume.

Training can have a very biasing effect and confidence is not necessarily an accurate guide to making the correct choice or judging a situation correctly. An interesting feature of unconscious (fast) decision-making is that people's actions frequently precede their understanding of why they have just acted in a particular way. In other words, they use the outcome of the event to make sense – at a conscious level – of what they have just done – at a subconscious level. In the face of ambiguity the human brain rapidly favour one interpretation and is then loathe to part with it.

Psychological research suggests that we should think specifically about two distinct types of circumstances where decisions must be made; these are often referred to as 'kind' environments and 'wicked' environments. Operational decisions are made within both types of situations and good decisions are more likely to be made in 'kind' situations and error is more likely to appear within 'wicked' environments.

In 'kind' environments, people receive accurate and timely feedback that allows them to consciously assess and deliberate; they may then shape and alter their responses as appropriate. However, in 'wicked' environments, feedback is frequently lacking or misleading and people must commit to a rapid choice built upon experience and confidence alone. Things become far more likely when firearms officers operate in 'wicked' situations where intelligence could be wrong and misinterpreted – however, the probability of threat and time pressure demands action from the officer in order to save life and they are forced into making a choice.

The murder of Gunner Lee Rigby at Woolwich placed it Met Police ARV officers into what psychology would define a 'kind' decision making environment – albeit both a terrifying and deadly one!



# AND WICKED

## ITS

The murderous threats faced by all three officers were clearly visible as were the unambiguous actions of the two murderers. The clear intention to attack officers with a assault cleaver and a handgun triggered unequivocal motor responses from all three officers and the solution to the problem they faced conformed to their prior learning acquired within firearms training. 'Kind' can be equated to unequivocal, that is – the choice is obvious.



In direct contrast the situation encountered by E7 in the Auxile Rodney shooting occurred within what should be termed a 'wicked' environment. An environment that denied the officer precise information and gave no immediate feedback. The environment was framed against an intelligence believing describing a machine pistol; this was inaccurate but critical since it pinned and anchored a mindset for what any sudden movement by Rodney could mean. The decision to shoot or wait had to be taken solely upon the personal understanding of what the partially concealed head and arm movements meant – a personal belief of imminent threat. Add to this the visual detail, obscured behind a huddled passenger window as shots were fired. 'Kind' and 'wicked' environments are therefore very different. A kind environment where the public are able to understand and identify that a correct decision to shoot was made by police may lead to peace.

'Wicked' environments provide critics with many more lines of argument and opportunity to develop 'rational' or 'logical' suggestions as to why the officer was wrong, and outcome knowledge fuels the legal attack on the credibility of the officer's decision-making processes. Generally speaking, the analysis of decision making without any time pressure allows investigators the opportunity to consider a wider selection of potential solutions that could or should have been taken, investigators operate in a 'kind' learning environment when compared to the split second decision maker.

Investigators have time to reflect upon their initial thoughts and moderate and change their assessment, they build a greater understanding for what may have led to a more preferred outcome. However, in many firearms situations the 'gist' of what is happening may be the sole trigger for your action. In this 'wicked' split second 'What you see is all there is' Without the luxury of time, what you personally understand and experienced embeds a memory for your honestly held belief. This memory may be full and accurate, but may just as equally be a memory

## SCIENCE ON THE STREET

full of gaps and misperception and it is these crucial elements that can never be captured by camera. Decision choices are frequently very different from filmed images.

Can we train firearms officers to make better decisions in all situations that they encounter?

Research suggests that regular and varied training coupled with genuine operational practice provides the very best opportunity to develop good intuitive decision making skills. However, human error can never be eliminated from a firearms encounter. Skills training develops instinctive responses. Instinctive responses, when broken down, may be nothing other than an informed gamble based upon very limited facts driven by a compelling need to react.

Large chunks of visual and audible information may be missed, overlooked and irrelevant to the subconscious decision making process. It is important to realise that many of these gaps and omissions of detail are effects brought about as a direct consequence of training – a by-product of directing attention and funneling attention. Training develops expectation and anticipation and increases the speed for stimulus driven decision making – this is desirable on the one hand but investigators must appreciate the flip side of developing fast unconscious motor programs is a potential lack of precision in analysing all that is taking place around you.

In the case of E7 what would have happened if he waited – held his fire for just one second longer, would Auxile Rodney have surrendered or would he have seized the loaded 9mm pistol from the seat next to him, firing randomly at the public and police?

We will of course never know what Rodney was about to do at the precise moment E7 fired, and no amount of new questioning or new investigative process will bring us nearer to the truth of determining Rodney's intent. However, the prosecution of E7 for the murder of Auxile Rodney really does highlight the perilous nature of decision making now facing all firearms officers brave enough to enter 'wicked' environments. If you find yourself with just a split second to decide – let's hope your intuition is correct.



WRITTEN BY  
DAVE BLOCKSIDGE

# E7 - Retired Firearms Officer to be charged with Murder

## The Telegraph

Home News World Sport Finance Comment Culture Travel Life & Times  
 Features Investigation Crime Health & Wellbeing Technology Science & Tech

London • 14 May • The Mirror • 17 May

### Police officer who shot dead suspected gangster Azeel Rodney charged with murder

Two other officers with the Metropolitan Police will appear in court in connection with the murder of gangster Azeel Rodney who was shot dead in 2001

The recent news regarding the decision by the CPS to prosecute officer E7, a Met Firearms Officer, has sent shock waves around the police firearms community. However there are issues relating to the case that have caused serious concern to many officers up and down the country. Pre-planned intelligence-led operations are highly complex and involve lives around RIFA. The shooting of Azeel Rodney occurred in April 2001, over 9 years ago. His family have campaigned tirelessly for an inquest and then finally a public inquiry which was heard last year. The delay in the Rodney family hearing the facts around the death of their loved one has without doubt fuelled the concerns they have around the case. No-one benefits from a delay such as this.

In a statement Alison Saunders, the Director of Public Prosecutions, said: "Azeel Rodney died after the discharge of a police firearm on 30 April 2001. Following the outcome of the public inquiry, the Independent Police Complaints Commission referred the matter to the CPS, providing us with the evidence previously gathered and the further evidence and material which has emerged since the initial referral. We have carefully considered the new file of evidence submitted to us and have decided that a former Metropolitan Police officer currently identified only as E7, will be prosecuted for murder. The decision to prosecute was taken in accordance with the Code for Crown Prosecutors. We have determined that there is a realistic prospect of conviction and that a prosecution is in the public interest."

Of course as we know, E7 is not the first police firearms officer to be charged with murder. PC Chris Sherwood from Sussex Police was acquitted of murder in 2001, after he shot James Ashley, 36, while Ashley was naked and unarmed.

The shooting had taken place while police searched his flat in Hastings, East Sussex.

In 1997 Met Police Firearms Officer PC Patrick Hodgson was cleared at the Old Bailey of the murder and manslaughter of suspected car thief David Ewin, 38. He stood trial three times after the jury failed to deliver a verdict on the first two occasions.

The PFOA will continue to support E7 and his family. The Police Federation will be providing the best lawyers to support him through the judicial process as well as a Fed Rep to voice any concerns at Gold group meetings.

If you have any concerns over this issue or want to discuss it further please call the press office. We will be more than happy to discuss this with you and your family if necessary. ■

## What Does this mean to Firearms Officers?

The decision to charge E7 may leave you feeling uneasy and considering whether you should continue to shoulder the responsibility of carrying a firearm on behalf of the State. When we become firearms officers, whether as an armed force such as the CMC or MDP, or as a volunteer in a Home Office force, we are aware of the issues around using lethal force and the subsequent investigation into our actions that will follow if we do. Being a police officer is a huge responsibility, being a firearms officer is even greater. ACPD Armed Policing Lead DCC Simon Christman said following the decision carrying a gun on behalf of the State is a big ask that just got bigger. Many of you will be asking if it's worth it. Is the additional risk worth the potential impact on you and your family? Could your family cope? Could you cope?

We become firearms officers to protect people, to protect society against the most ruthless and determined criminals. We all know what happened in Hungerford, Dunblane, and more recently Whitehaven. We remember 7/7 and the fear that swept this country, and we remember the constant threat of terrorism that is always present. And then of course there are our unnamed colleagues, many of which have been murdered on duty at the hands of those with firearms. That's why we do what we do. E7 will be the first person to say everyone should carry on, it's business as usual, because he, like all of us, knows how crucial your role is.

The next few months are going to be challenging, the spotlight will be on armed policing like never before. So when the media frenzy starts and the vocalised minority speak out always remember that the vast majority of the public you serve really do support you, and will continue to support you, and are grateful that you take the additional responsibility on their behalf of carrying a firearm.

WRITTEN BY MARK WILLIAMS



BUY **HAIX** HERE



**BOBBY  
BRIX**



Quality shoes for security, firefighters, rescue services, hunting, workwear and leisure time

HAIX® Schuhe Produktions- und Vertriebs GmbH

Aufhalsstrasse 10, 84048 Weirburg, Germany

T: +49 (0) 87 51 60 20-0, info@haix.de

[www.haix.com](http://www.haix.com)

[www.brixworkwear.com/bobbybrix](http://www.brixworkwear.com/bobbybrix)

# Playing to our strengths: A challenge to current met

Armed policing in the UK is, once more, at a crossroads and we face some severe and, in my opinion, unfair challenges that are a reflection of the current relationship between the government, the media and ourselves. Let's face it, we are not popular at the moment and we are faced with some powerful adversaries. However (says the voice of experience), be of stout heart and do not despair. The heat will die down, once rationality enters the debate, and after the soul-searching, angst and hard work has been completed, the balance will eventually be restored. When it is, the picture will be different and we will have to adapt to the changes, which we will because we are good at being flexible and innovative.

Let us recognise that what we are doing every day, on ranges, in classrooms, in planning meetings and, most of all, on operations across the UK, is of a standard that will stand scrutiny anywhere in the world. We are audited by a professional body required to follow authorised professional practice and regulated by a licensing process. We have operationally experienced trainers who have both vocational and academic qualifications and skilled operators who are trained and assessed on a regular and frequent basis. All our essential equipment is tested and approved by a government department and, when we perform the ultimate function of our professional skill-set (discharge a weapon in operational circumstances), we have processes in place that seek to ensure a transparent support to the investigative process. What other body in any other profession can say the same? So, I submit to you that we have developed a robust system that strives for professional excellence and is

good for the public in the UK. However, let us not be complacent because we can do even better and I would like to suggest a possible option for our collective improvement.

As a long serving trainer and former AFD, I have been through a lot of training cycles and a number of different changes of emphasis in the ways in which we train and in the content of that training. Although there has, unquestionably, been significant improvement, the one thing that is, in my opinion, lacking, is the encouragement and requirement for trainees to demonstrate the quality of their thought process.

Now, I know that some of you will already be objecting to this and saying that you do this all the time in training and the operational results prove this. I do not disagree and know that excellent work is undertaken every day in this regard but where is this reflected in our curriculum? You may point to the NDM and argue that this is the way we train to make decisions and the basis for our judgment but I would suggest to you that this is a tool to rehearse and structure thought processes either in a planning stage or in retrospect. My principal officer I have spoken to or listened to has identified this (very useful) tool as occurring to him or her at the time they were under severe operational stress.

So, I suggest that we need to support the NDM process by recognising that it has its place but is not universally applicable. This is a scary thought because in order for us to show that we can do better, what the 'bosses' need is for us to provide them, on a regular and frequent basis, with data evidence that convinces them and which they will confidently support in public without fear of any consequences in other words, they need to be safe in the knowledge that the evidence they produce to the public has sound independent academic underpinning which has been tested and has the credibility of appropriate expert scrutiny.

The quantitative data in the form of the Home Office statistics for the deployment and discharge of police firearms is exceptionally persuasive. The last published figures show that out of over 12,000 firearms deployments only 2 resulted in fatal police shootings and we all know that fatal shootings are not ordinary, so this is a record that stands global scrutiny. The searching, painful and prolonged enquiry into the Duggan shooting saw a courageous jury vindicate the actions of our MPS colleagues and the raw courage displayed by the AFDs who confronted the murderers of the late Lee Rigby are examples to be laid at the feet of our critics. However, this is, regrettably, not enough as we all know that you are only as good as your last job and we are all judged by the latest headline.

There is an expectation by those who enquire into our actions and of those who sit in judgment that we are people who make legal, logical, rational, well-balanced decisions based on available information and the prevailing threat. That is not an unreasonable expectation of law enforcement officials in a democratic society, provided they have received the relevant training and have the time to indulge in that process. However, most police involved shootings compel officers to make rapid decisions in less than perfect circumstances and I would speculate that an examination of training records would not indicate any substantial emphasis on identifying and developing cognitive processes beyond shoot / no shoot and justification scenarios. So, the point I ask you to consider is that 'judgment' is the most important element we attribute to AFDs and yet it is the least talked about, the least considered and the least trained. This is a pity as we are, actually, good at this, even if we don't



# ethods of firearms training

realise it. The ability of AFOs and instructors to produce innovative results to set problems has been recognised in the research into knowledge transfer by Sabrina Perna and Chris Boughton of Canterbury Christ Church University, whilst working with the NVC students. Add to this the record of AFOs up and down the country over a number of years and you realise that we do this stuff well, we just don't identify what we are doing and publicise the fact. We are an industry leader in using judgment in spite of and not because of the way we teach. This is the controversial bit; so by way of explanation, let me say that this is in no way intended to be an attack on those who have worked long and hard to develop the current curriculum and the fact that this exists is a great credit to the College of Policing (NIPW) and the way they have been supported by AFOs and the AFOF Secretariat. However, as an Association, if we do not challenge the status quo as critical friends, we run the risk of just being reactive to crises rather than proactive agents of valuable change. It is not the role of the AFOF to act as a firearms officers' union but one of its attributes is to allow us the intellectual space to discuss and debate these issues.

We need a curriculum but a curriculum is just a structure upon which to build creative and innovative training that does not just examine basic competencies but which leads to deep understanding and the provision of adaptable tactical principles.

I believe that the current curriculum restricts the abilities of instructors to produce training that does not involve a constant programme of checking and assessing competencies that tick boxes against role profiles and provide comfort for those who may have to quantify what skills can be evidenced, in a type of organisational hand washing exercise. This may be an unfair appraisal but taking the best out of competency-based training and assessment and allowing trainers the opportunity to exercise their skills and deliver training that challenges officers to think and prepare could not only meet the demands of the curriculum but give it substance beyond its current form.

Moving away from product models of teaching and developing ways of allowing a more thoughtful application of tactics, through principles rather than prescription, would go a long way towards preparing AFOs for the mental challenge of resolving tactical problems during operations. This would involve embracing the expertise of AFOs and giving them some freedom of action (within the limits of safe tactical principles) but would remove the danger of restricting their actions and thoughts to "tactical boxes", from which they felt reluctant to emerge.

The trainers amongst you will recognise a "gestalt" moment when you experience it and I had one recently when I read a book called "Blink" by Malcolm Gladwell. Whilst it is full of ideas that are disputable, I recommend it as a good read and a book that provides ideas. What it did for me was to make me think about the concept of judgment in a different way and I think that one of Gladwell's ideas is worthy of further exploration and development in our field. Without going into it in fine detail (for that – read the book), Gladwell identifies that experts can sum up situations very rapidly (in the blink of an eye) but then struggle to explain how they do it.

This is something that Dave Blockledge has touched upon in some of his excellent articles for the publication and it is, I suggest, something that most AFOs have experienced either

in training or on operations and it is something that firearms instructors have been trying to develop in their students for decades, without, perhaps, putting a name to it or recognising it in this way. However, I believe that this is the way forward in firearms training.

Like me, you will, undoubtedly, have read articles by and listened to people like Dave Blockledge and Dr Bill Lewinsky and recognised the value of their contribution to the emerging field of study that is the police use of firearms. The analysis of actions and the reasons behind those actions are intrinsically tied into the mental processes of the individual and, this is the crux, we are all different but we all have the capacity to exercise the expert "blink" assessment and the reaction and movement time covered by Dave in a recent article for Top Cover.

When I argue for a change in the curriculum to a more cognitively based emphasis, I do not ignore the affective and psycho motor domains. Both are critical to the development of a rounded (and expert) AFO and to examine these areas in the light of recent criticism of the police would do us no harm. To exemplify why this should not be a cause for concern, consider the work undertaken by AFO groups to understand and find ways of dealing with citizens who are presenting a danger because of a mental health issue. This shows that we regularly re-examine our practice to good effect, recognising the humane imperatives of society. But this does not mean that we should ignore the practices of regular, challenging range and tactics practice. Such practice and drills improve competence and confidence with weapons, giving us the mental space to think through problems quickly, without having to consider aspects of weapon handling or tactical positioning because they have become second nature. Comparing this to the IPCC and others, who sit in either formal or informal judgment upon us, that we are training officers to think and act flexibly to adapt to developing situations and show that this is based on academic and scientific research can only do us good. At the very least, it will demonstrate our bona fides.

I am researching the origins, development and training of judgment exercised by firearms officers not because I think there is a problem but because they rank with people like fighter pilots, astronauts and formula one drivers, in their ability to assess risk and counter it in an instant. This is an ability that is recognised even by our critics, but it is also a strength that is capable of being developed further through problem focused training that concentrates on achieving results rather than replicating tactical patterns.

If you disagree with me, ask yourself, "How many jobs have I been on where everything has gone according to plan?" If the answer is a high percentage, you are lucky and I hope it stays that way for you. If it is lower than 50% ask yourself, "How many of these jobs have been successful because we adapted to the situation and made things work?"

Like I said, we are good at these things and we should play to our strengths. ■



WRITTEN BY VINCE LEONARD



SLATER & GORDON  
LAWYERS ARE PROUD  
TO CELEBRATE



CONTINUOUS YEARS  
OF LEGAL SERVICES FOR  
POLICE OFFICERS

To us, you're more than just a number

For over 50 years, Slater & Gordon, formerly RJW, have been the main provider of legal services to the Police Federation and its members. Our team of lawyers has unrivalled expertise across all areas of police law.

Our nationwide network of offices means that we are the national firm that is always close by.

Contact us today

**0800 175 7805**

(14th Criminal Appeal Unit number: 0200 338 017)

[slatergordon.co.uk/policelaw](http://slatergordon.co.uk/policelaw)

Our Services

- Crime & misconduct allegations
- Personal injury claims - on or off duty
- Family law
- Employment law
- Police pensions
- Wills, trusts & estates
- Defamation matters

*"My claim started under 24hr and continued during the night with Slater & Gordon. During this period I was kept informed and received the professional service experts"*

PP Editor  
Police Federation, vol 1712



Slater &  
Gordon  
Limited  
© 2012 Slater & Gordon

Offices nationwide: Birmingham, Bristol, Cardiff, London, Manchester, Milton Keynes, Newcastle, Sheffield, Walsfield & Edinburgh. Invoiced office

Slater & Gordon Ltd. LLP is a limited liability partnership registered in England and the Financial Conduct Authority for insurance intermediation.



[www.ppclaimline.co.uk](http://www.ppclaimline.co.uk)

**£55,600,001**

**RECOVERED SO FAR FOR OFFICERS INJURED ON OR OFF DUTY AND THEIR FAMILIES... AND COUNTING.**

PP Claimline can help to cover compensation if you or your family are injured in the same or separate accidents, on or off duty including road traffic accident claims that can be processed in as little as 3 weeks from initial contact to settlement. Our claims process includes help with access to rehabilitation services - faster than you could do on the NHS.

Call PP Claimline 24 hours a day on **0800 9171 999**  
or start your claim at [www.ppclaimline.co.uk](http://www.ppclaimline.co.uk)

© 2012 Slater & Gordon

# Leaving the job? Retiring? Relocating or simply had enough?

Leaving the job? Retiring? Relocating or quite simply had enough? The thought of leaving the job for any reason is a daunting and confusing prospect which is affecting more and more police officers and their families as changes to pay, pensions and conditions are now beginning to hit home. Many of you highly skilled and experienced police officers and staff are now considering new careers at a much earlier stage. But where do you start in finding new employment? What positions would be suitable for your skills? What are your transferable skills? Already there are so many considerations and where do you go to find those answers?

Ellest Resourcing is a recently formed recruitment consultancy specialising in connecting the vast army of skill-sets of those leaving or those who have already left the police service, with the private sector. Having recently met with Kirsty Newton and Danielle Cannett, Directors of Ellest Resourcing, it was clear that through their previous experiences, knowledge and research their collaboration had a unique outlook on creating a service for this sector. Kirsty is currently on a career break after serving nearly fourteen years with the Met Police having specialised in a number of areas including firearms policing. Danielle has fourteen years within recruitment and HR providing her with an excellent insight into the private sector markets and industry relevant qualifications and legislation.

Kirsty said: Having been in contact with a number of different agencies to find a stand in job while on my career break, I was

really disappointed with the service I received. They had no understanding of the skills and experience we have as police officers nor of the emotional turmoil that comes with the thought of stepping away from what we know and find comfortable. I guess the term 'institutionalised' really is apt in this instance being told to send through a CV, nearly sent me into a panic having never written one and the lack of empathy with my situation was non-existent and certainly no relevant advice was forthcoming. As a result of this, one day I was moaning, (as we as police do quite well), to Danielle about my experience and this instigated a number of conversations between us!

Danielle continued: It is certainly something that I have found waiting for a number of different agencies. Some of the consultants have no understanding of the real needs of the candidate nor do they take the time to listen, in some cases it can be all about making that placement to the benefit of the agency rather than the client or candidate. While I have been working for agencies there are many standards and practices that I believed should and could be done better. As a result of those discussions we realised that there was little providing practical assistance to those leaving the police. We therefore decided to set up Ellest Resourcing to provide the best possible service according to our own exacting standards.

When asked what advice they would give to those leaving the police in search of new employment, their response was that:

- Network, network, network. This may not seem so important especially when a new career is not on the horizon, however it can still be a case of who you know as well as what you know.
- It is important for you, the job seeker, to consider where you might see yourself within the private sector, what skills are applicable and what have you enjoyed/excelled at during your recent career. Consider what training is available to you through your current role and take advantage of this, for example, Project Management (Prince 2), Health and Safety (OSHAMBOSH) or Risk Management (IRM), IT software skills (MS Office/Excel) to name but a few, are all extremely attractive to the potential employer.
- A good CV or curriculum vitae is PARAMOUNT when looking for work, especially when there are high volumes of applicants applying for each position. Sell your skills and equally, your experience. There are many people applying for the same role, however how many have the unique experience that sets you apart?
- Practise your interview appearance. It may sound obvious,





but wear a suit and whilst the stubble might look good at the pub (ladies and gents), it may not seem so appealing to the MD sitting on your board.

- Research the company you are looking at as your future employer. It provides a good base of knowledge and asserts confidence to know something about those that are seated in front of you or, for example, to have some knowledge of how and when the company formed. Tailor your responses and questions to the company or board members where possible. Everyone likes to feel important!

- Finally, attitude is key to securing a position with a future employer. As long as you are willing to adapt to new challenges, (some could say you do that on a daily basis), have a positive and approachable manner, you will be a strong contender whatever the role. Remember, whilst your training may be on a par with the next person, the experience that you bring with you to your new role is the one thing that money cannot buy.

Having researched the potential roles that are 'out there', the possibilities are endless. It is worthy to give some thought to the wide variety of industries within the private sector. There are many to consider, from oil and gas to hospitality (hotel chains), to financial institutions, the insurance industry, large corporate estates to risk and security consultancies. All of these require highly skilled and experienced individuals to undertake positions from grassroots to middle and executive level management positions within their own security operation. Also, there is more to security than meets the eye. In fact that word does not come close to quantifying the extent of the sector as most may think of guarding, loss prevention, close protection, etc.

Think about the strategic element of policy, contingency planning and risk management; the practical element of the co-ordination of incident response, large teams and external agencies, minimising risk to persons and ensuring continuity of business, and then the investigations process, surveillance, financial and fraud investigation, IT security, cyber crime and Digital Forensics and so on - the opportunities are endless. All of the skills and experience that have been amassed during your career are largely up-tapped by the private sector and would be highly beneficial to so many of the UK's organisations, from SME (small, medium enterprise) through to the global market. Kinty and Danielle state that what they aim to achieve with Elitist Resourcing is to provide practical support to those who are leaving or have left the police. This could be in terms of

advice and guidance on crafting your CV or throughout the whole process of writing your CV, preparing you for interviews and on to searching for your next role. All this will be done with the knowledge and understanding of what you have achieved, what you are capable of and the difficulties and emotions involved in taking that first step into the private sector.

For more information about Elitist Resourcing or to contact Kinty or Danielle visit their website at [www.elitistresourcing.co.uk](http://www.elitistresourcing.co.uk) or simply call 01460 336633. ■



## NORFOLK & SUFFOLK OFFICERS?

**Public Services Discount**  
from as little as **£16.67pm**

Large range of Cardio  
& Resistance machines

Functional Training | Boxing & Spin Classes  
and many more...



amazon gym

T: 01953 498444  
[www.amazongym.co.uk](http://www.amazongym.co.uk)

Mon-Thurs 6:00 - 21:30  
Fri 6:00 - 20:30  
Sat-Sun 8:30 - 16:30

## Student Accommodation Plymouth

Double bedrooms available  
from August 2014.

15 minute walk to University  
and City Centre.

Just recently decorated to high standard.  
Rooms £34pw- £34pw.

T079376-012409 or [jimsteen1@yahoo.com](mailto:jimsteen1@yahoo.com)

# Join the PFOA

## Why wouldn't you?

MEMBERSHIP  
NOW OPEN  
TO TASED  
OFFICERS

### NOT A MEMBER? CAN YOU AFFORD NOT TO BE?

With over 4,500 members UK wide the PFOA is a registered charity ready and willing to support you and your family at a time of distress and worry. The cost? £4 per month or £1 a week! You can join online at [www.pfoa.co.uk](http://www.pfoa.co.uk) or call us on 01354 742444. Some forces have a deduction from pay already set up.

The PFOA is an essential member service for all those involved in firearms operations and their families. What are you waiting for? Join us it will.

The PFOA: created by firearms officers for firearms officers

**Email:** [info@pfoa.co.uk](mailto:info@pfoa.co.uk)  
**Call:** Debbie on 01354 742444  
**Online:** [www.pfoa.co.uk](http://www.pfoa.co.uk)

### WHAT WE DO

- Private Counselling, EMDR and CBT therapy for you and your family
- Private PFOA Coaching for you and your family: all our coaches are serving or retired Firearms Officers
- We will arrange for you and your family to meet with other Officers and their families that have been involved in similar incidents
- PFOA compile the online website with a secure area
- A quarterly magazine: **TOP COVER** with articles, stories and great offers for members and their families
- We will provide you with support and friendship at a time when you need it most

## What We Do..

The PFOA has been created to support all those involved in firearms operations and their families. It is managed by serving and retired police officers with many years experience in this field. It offers a unique package of support for officers and their families, which is supported by ACPQ Firearms, the Police Federation of England & Wales, College of Policing and The Superintendents Association.

Created by firearms officers in 2009 the Association became a registered Charity in England & Wales. In 2010 The PFOA has over 4500 members UK wide. It provides unique support to officers and their families, which includes access to 234 Counsellors, EMDR and CBT Therapists. There are also 6 PFOA coaches who specialise in Neuro-Linguistic Programming and Emotional Freedom Technique, these coaches are all serving firearms officers. The Association provides discreet welfare support for officers and their families, particularly if a force cannot provide specialist support. There are also times when an officer or his/her family do not wish to avail themselves of support offered by the force. The PFOA gives them choice.

One of the main objectives of the PFOA has been to support

the often forgotten-about families. Much of the work it does has nothing to do with shootings. It has supported families where there is a serious illness, stress and anxiety, mental problems, basically anything that affects the work of the officer. The PFOA does not provide legal support, debt consolidation, or provide any kind of discipline representation. This is, and has always been, the role of the Police Federation.

The PFOA has a CEO, Mark Williams, and seven Trustees all of which are operational officers, PMs or TTCs.

Paul Leggett – Humberdale and Chair of Trustees  
Tim Fenn – CNC  
Gary Cable – Essex  
Mark Burke – Met  
Michelle Booth – Gwent  
Jim Roger – Police Service of Scotland  
Steve Harlamb – Met  
Karl Smith – MDP

Membership to the PFOA is just £4 per month and is open to all those involved in any aspect of firearms policing.



# BEECHWOOD

EQUIPMENT

## 2014 Product Review



SIG Sauer Firearms

Beechwood Equipment are a police National Framework supplier for firearms, ranking first with the SIG 516 S S&W calibre. The SIG has been in service with some of the UK's largest police forces for over three years and is available in a number of barrel lengths and configurations.



SIG 516

The SIG P320 pistol is a new striker design that uses a modular interchangeable polymer frame system. Available in large, medium and small sizes, the frame can be changed to suit the individual making the P320 the only pistol that can meet the modern demands of different hand sizes encountered in the police service.

SIG P320



FLIR Night Vision

FLIR Universal Night Sight (UNS) family of in-line NV devices, the latest in US weapon night vision technology. With a patented permanently bore sight retention system and shock mitigation systems, these devices simply clip on in front of any optical sight for low light operations and are removed for daylight use. No adjustment or movement of the day sight is required.

The range is made up of the short range Tactical Night Sight (TnS), midrange LRS and long range Magnium LRS (M LRS). The M LRS and LRS are in service with UK MoD on various weapon platforms and are in wide use with UK police forces.

FLIR LRS



## Thermal Pocket Scopes

In addition to the NV weapon sights FLIR produce a range of Recon Thermal pocket scopes. The scopes are MILSPEC and use FLIR's most advanced sensors and high resolution displays. These scopes can supplement the use of night vision assisting with target location and identification.

Recon M2-H

Recon M2-H



## Firearms Accessories

Beechwood supply a complete range of firearm accessories including:

- Slings, Single Point, 2 and 3 Point
- Lasers
- Tactical Lights
- Pod Grips, Folding Grips & Vertical Grips
- Holsters



For further information contact: Beechwood Equipment Ltd  
Tel: 083329 488555 Fax: 01373 912062  
Email: sales@beechwoodequipment.com  
www.beechwoodequipment.com



## Advanced Combat Optical Gunsights

Trijicon manufacturers of the Advanced Combat Optical Gunsight (ACOG) offer a complete range of MILSPEC weapon sights from the In Rugged Max Reflex sight, fixed fix and fix models, variable 1-in and longer scopes.

Over 38,000 Trijicon sights are in use with UK MoD and many UK police forces choose Trijicon as their primary optical sight. New products include the 4x32 battery powered ACOG and the battery powered Variable Combat Optical Gunsight (VCOG).

T600 4x32 ACOG



NCAGE: KOF-83

## PFOA NEWS

# What Have We Been Up To?

**W**e are embarking on an uplift of PFOA Coaches starting in October. This is mainly due to the block membership of 2000 Ministry of Defence Police Officers we are taking on at the beginning of October (Stallbrook and Chris MacKinnon will look after our new Coaches). We have increased the numbers in Scotland to look after over 900 MDP officers at various locations as well as members in Police Scotland. The Coaches will attend a course being delivered by Al Campbell, who is one of the world's top Life Coaches. Al found out about the work we do and after a meeting in London offered his services at a vastly reduced rate to support the PFOA.

PFOA members get extensive support. Whilst we provide counselling, coaching, hypnotherapy, EMDR and CBT therapy, we also provide additional support for you and your family such as respite breaks, out of pocket expenses, medical assistance for injuries and illnesses and peer support. No fees, no means testing, just prompt support.

#### PFOA Coaches:

PFOA Lead Coaches:  
Stuart Brown - Lincolnshire (North)  
Chris MacKinnon - London (South)

Our Coaches have been busy assisting officers all over the country with various issues. The results we are having utilizing the Coaches are remarkable.

These are some recent examples where we have assisted members and their families:

- Officer suffering from insomnia
- Team management
- Several Officers having problems with classification shoots - all have passed shoots after speaking with a Coach

#### Family assistance:

- Continued support to Principal Officers and their families
- Travel Costs for officer visiting terminally ill relative
- Spa day for wife of officer suffering with depression
- Referral to PFOA medical adviser for officer seriously injured at work, urgent physiotherapy paid for



- Specialist wheelchair purchased for officer's daughter recovering from cancer
- Respite break for officer and his wife following an RTC whereby the officer sustained a serious head injury
- PFD and Bore Heald phones and other goodies for son of an officer who has leukemia for the second time
- Retired officer having brain tumour removed - hotel and expenses for his wife to stay nearby to hospital

#### Counselling:

- Bereavement counselling for officer whose father passed away
- Counselling for officer suffering from PTSD
- Counselling for several officers who are involved in ongoing investigations

#### The not so small print

The trustees will consider all requests for support. Each request will be decided on its own merits. The PFOA is not a replacement for private healthcare. Whilst we will take a view on any request for assistance, we will not fund private care such as Physiotherapy, MRI Scans etc, unless there is clear evidence of hardship or where CH and NHS services are unacceptably delayed. All requests for counselling and Coaching will be dealt with by a contact officer. We will contact you within 48 hours or sooner to arrange support. This includes all close family members. Financial support is not for settling debt, it is to complement support we are giving to you or your family's e.g. travel costs, childcare etc. For further details please call us on 01354 742444 or email [info@pfoa.co.uk](mailto:info@pfoa.co.uk)

**MARK WILLIAMS**  
[mark@pfoa.co.uk](mailto:mark@pfoa.co.uk)

# COMPETITION

Thanks to our friends at 5.11 Tactical we have an exciting new competition that's free and you don't have to do anything to enter...apart from be a PFOA member!

For the next four editions of Top Cover we will draw a number from our membership database, the winning member will be the new owner of a 5.11 XBT 355 torch and a Recon Outbound Holdall.

The draw will take place on Friday 31st September 2014 at PFOA HQ. The member's number will be chosen at random by an independent person who will pick a number between 1 and 5940. The winner will be notified by phone or work email.

The competition is NOT open to any PFOA employees, Trustees or Directors!

**Good luck and a massive thanks to  
Neil Francombe and all at 5.11 tactical.**



# POLICE HISTORY SERIES

Mike Waldren QPM looks at a timeline of Policing and Firearms  
This issue we look at 1785 - 1828

## 1787

In the Burgh of Carlton in Glasgow weavers are refused an increase in wages and so they strike with large crowds taking to the streets. They are burning a number of webs of cloth when the 39th Regiment of Foot arrives and the soldiers are ordered by Glasgow magistrates to fire into the crowd. Three men are killed and many injured.

## 1793

The Bristol Bridge Riots. The Commissioners of Bristol Bridge are allowed to impose a toll to keep the bridge in repair. The time limit on the toll expires but the Commissioners try to extend it. There are riots 1793 with people forcing their way across and refusing to pay resulting in the Hereford militia being called to restore order. That evening there is more rioting and soldiers open fire into the mob. Eleven people are killed and about eighty injured.

## 1813

Sergeant of the night watch, Samuel Prestow (London) is shot and killed trying to arrest Thomas Rhodes, an escaped lunatic who believes that he is destined to bring peace to the world and is armed with two pistols. Although charged with murder Rhodes is found not guilty on the grounds of insanity at the Old Bailey and is returned to St Luke's Hospital for Lunatics.

## 1792

Joseph 'Jumping Joe' Lorrison (so nicknamed because of his dexterity at jumping onto carts and throwing the contents to his associates) is arrested and charged with robbing James Dixon of his money and a watch 1792. He is convicted at Guildford Assizes in Surrey, sentenced to death and executed on Kennington Common. According to the Newgate Calendar he has been tried near thirty times for various offences, once for the murder of a watchman, and though acquitted, from the evidence not being sufficient, was in general supposed to be guilty. The 'watchman' is yet to be identified.

## 1805

Owing to an increase in reported highway robberies a centrally funded Bow Street Police Horse Patrol is introduced to operate on the main roads to an outer perimeter of up to twenty miles from the centre of the London. Members are issued with a uniform together with a sabre and a pistol as a personal appointment. By 1829 it will have an establishment of sixty.

## 1815

The Dartmoor Massacre. After the Anglo-American war (1812-1815) a large number of American prisoners-of-war are still being held, in appalling conditions, in Dartmoor prison at Princetown in Devon. They expect to be released but the British Government refuses to allow it until it sees confirmation of the peace treaty being ratified by the United States Senate. A group of prisoners try to break through a wall (telling the guards that they want to recover a lost ball because they, the guards, refuse to do it) and the commandant, Captain Thomas Shortland, suspects that the prisoners are planning a mass breakout. He rings the alarm bell and druggers beat to arms. Soldiers, possibly without orders, fire into a crowd in a courtyard. Seven men are killed and another sixty wounded, thirty of them seriously.



## 1816

**The Spa Fields Riot** After a meeting in Spa Fields in London rioters break into a gun shop in Skinner Street and steal twenty fowling pieces, a musket, two blunderbusses and ten pairs of pistols. They then march towards the Tower of London intent on replicating the 1789 storming of the Bastille. They are stopped by constables and a party of the 9th Light Dragoons. The trial of the ringleaders later collapses at the Old Bailey with only John Coshman being convicted of theft. He is sentenced to death and executed in 1817.

## 1822

The Bow Street Foot Patrol in London is augmented by a Day Patrol. All its personnel are armed with a truncheon and a cutlass and some have pistols. By 1829 it will have an establishment of twenty-seven.

## 1820

**The Cato Street Conspiracy** The Bow Street Magistrate, Richard Birnie, and a party of twelve of the 'Bow Street Patrol', with Captain Fitzclarence and a party of the Coldstream Guards, attempt to arrest Arthur Thistlewood and others in a loft over a stable in Cato Street in London for plotting to overthrow the government. During the melee, shots are fired by the conspirators and by the patrol. Two of the patrol are wounded and another, Richard Smithers, is killed with a sword. Thistlewood manages to escape but he is arrested by the patrol without incident the next day. Five men, including Thistlewood, are executed outside Newgate prison.



## 1828

Upwards of 300 smugglers, members of the 'Little Common Gang', many armed with bludgeons and firearms, assemble at Galley Beach near Beahill in East Sussex to land 300 gallons of brandy and 300 gallons of 'foreign Geneva' (gin). They are aged by members of the Coast Blockade Service who, after summoning reinforcements from the Martello tower on Galley Hill, chase the smugglers inland. The Battle of Sidley Green, a blockade man, Charles Collins, is hit on the head with a long bludgeon and killed. Two other blockade men, Jeremiah Higgins and Peter Welch, are found by a surgeon of the blockade to be 'critically wounded' and a smuggler, Timothy Smithurst, is shot and killed. After an investigation lasting several months by principal officers from the Bow Street public office eight men, William Bennett, James Ford, Henry Miller, Thomas Miller, Edward Shearman, John Spray, Stephen Stubberfield and Spencer Whitman, are charged with smuggling offences.

# Up to 40% off Home, Motor and Motorcycle Insurance

**Specially Discounted Insurance for all members of the  
Police Firearms Officers Association and Partners**

(Please quote PFOA when enquiring, a donation of £10.00  
will be made to PFOA each time a policy is taken out)



**POLICE INSURE**

Everything Taken Care Of



**Call 0161 762 4416 NOW!**  
**or visit [www.policeinsure.co.uk](http://www.policeinsure.co.uk)**

Follow us on: [f www.facebook.com/PoliceInsure](https://www.facebook.com/PoliceInsure) [t @PoliceInsure](https://twitter.com/PoliceInsure)



## DEFENCE POLICE FEDERATION

The Defence Police Federation which represents over 2000 armed officers within the Ministry of Defence Police held their annual conference in June.

On the agenda this year was a proposal for the Federation to pay for the block membership of their officers to the PFOA. The PFOA CEO Mark Williams, along with two firearms officers we have assisted, attended the conference as guests of the DPF. They spoke to the delegates about the association and what we do to assist officers and their families.

The delegates then voted on the proposal. The result was an overwhelming 'yes' to the membership. DPF Chairman Eamon Keating said 'The Defence Police Federation delegates, the station representatives, voted to increase the value of DPF membership by including full membership of the Police Firearms Officers Association. It is our joint aim that as of the 1st October 2014 the membership will go live. There will be no increase in the Federation subscriptions of MDP officers to finance the membership.'

PFOA CEO Mark Williams said 'We are delighted that the delegates voted in favour of the membership, we look forward to working closely with the DPF to support their members and their families'.



© PFOA (with the PFOA logo)

## LEARN to DIVE!! with scuba-zone

Scuba-Zone is a diving club based in central London. We are quite happy to offer discounts to serving or retired police officers wishing to undertake an open water course. Free introduction to the diving environment. Open courses are available should you be a diver and wish to further your experience.

Email: [jonathanetches@googlemail.com](mailto:jonathanetches@googlemail.com)

Check out our site for course availability  
[www.scuba-zone.co.uk](http://www.scuba-zone.co.uk)

*fiftyfour*

BRANDING  
GRAPHIC DESIGN  
PAGE LAYOUT  
WEB DESIGN  
MARKETING

07942 490 939  
[info@wearefiftyfour.co.uk](mailto:info@wearefiftyfour.co.uk)  
[www.wearefiftyfour.co.uk](http://www.wearefiftyfour.co.uk)

# PFOA Training



PFOA Training Ltd is a limited by guarantee company that has no shareholders and is able to donate money back to a chosen charity (The PFOA)

Steve Howson is our lead trainer and is supported by Mark Williams and other key Post Incident Training personnel from around the UK

After last year's pilot Post Incident Procedures Course with West Yorkshire Police Federation, we now deliver the bespoke course on behalf of the Police Federation of England & Wales. Rick Nelson, from the PFEW Joint Control Committee co-ordinates the course and ultimately funds them from the Operational Policing budget. Since the PFEW Course began we have trained some 80 Federation Representatives. The Course is run over 5 days with two assessment phases which have to be passed. There is a skeleton Q & A session on law and the APP

post deployment guidance. There is also a practical exercise where they carry out a meet and greet of the principal officer. This includes explaining the Federation role after a death or serious injury incident and detailing issues around conferring, note writing and welfare.

PFOA Training recently tendered for a College of Policing contract to deliver Rifle Courses to senior officers. A number of companies expressed an interest in this, but PFOA Training were successful. The process itself was extremely rigid and had strict criteria, with much emphasis being placed on the ability to deliver the COP curriculum with experienced and knowledgeable trainers and guest speakers. Of course the great news with all this is that when forces and the Federation book courses the PFOA benefits, so it's a win-win situation.






**The courses we deliver are:**

- Police Federation Post Incident Procedures Course – 5 day residential
- Post Incident Managers Course – 5 day (regional so does not have to be residential)
- Post Incident Managers re-accreditation – 2.5 days non residential
- Police Federation PIP Officer re-accreditation – 2 day non residential
- Post Incident Management Exercise – 1 day (detailed report on forces PIM process)

**Any enquiries on these courses please contact Steve Howson or the PFOA Office:  
[steveh@pfoa.co.uk](mailto:steveh@pfoa.co.uk) | [info@pfoa.co.uk](mailto:info@pfoa.co.uk) | 01354 742 444**





# Body Cams On Trial

**F**ollowing on from last issue's articles on Body Worn Video there have been speedy developments, particularly in relation to uniformed officers. While accepting the differences between what the camera can record and what the brain interprets of what the eye has seen, there are other issues beyond the camera alone that need to be considered.

I have reviewed footage from several of the body worn videos I would like to raise two points. Officers generally go far beyond the 'Daily Mail' test of what a member of the public would expect. They face provocation and tolerate assaults which, when video footage starts to become the norm, will reveal them to be the professional, compassionate and brave men and women we have known them for a long time to be.

Sadly much of the footage of torso mounted body worn video is obstructed when the officers raise their arms to adopt a 'posture' defensive stance or aim a Taser or Firearms (Evolution or Creation (depending on your beliefs) placed our eyes on the front of our heads not the middle of our chest. If you want the best possible recording of what might have been seen the option of a head/eye level view should be preferred. When driving or walking we tend to move our heads looking left and right due to the scanning nature of sight. If you look at the rear lights of a car intently you will not be able to read the registration number, although a camera will record this information. Unless it is towards the centre of what we see looking at details are not clear.

The recorded footage can become evidence and therefore an evidential chain needs to be established and maintained. Any perceived opportunity to alter the recording will no doubt be frowned upon. Many amateur cameras use removable memory cards, the integrity of the evidence throughout all stages of the justice system must be auditable and transparent. That process will involve everything from video capture to ingesting it, storing, retrieving and sharing with other investigators and ultimately the courts. The picture that paints a thousand words is incredibly valuable unless doubt is placed on its authenticity then it becomes worthless.

The Government has expressed a desire to reduce time spent by officers in stations on paperwork by 2016 and has set aside an Innovations Fund. Some of this years money has already been offered to forces in true British policing style over 40

police forces can buy whatever they desire with no concern if it works with their neighbours or partners!

The system should be able to also cope with information from other sources, CCTV, MG11 forms, photographs and data-port downloads from weapons. A movie is 400,000 times larger than an email.

Because of the nature of video, one person with one camera will need a large digital storage capacity which should store data at Impact Level 3 (IL3) with servers based in the UK. Do you know what your digital evidence workflow costs today? Is it a hidden cost eating up officers' time? As a force are you expecting to increase the number of cameras you have and are you preparing for the management of the extra data?

The labelling and titling of footage and burning of discs should become a thing of the past, the system should be taking work from officers not creating an extra burden. If you could save each police officer an hour a day the correct system would effectively pay for itself!

Beyond the camera capture we must prepare to ingest, store, retrieve and share.

Announcing the use of cameras by firearms officers, Commissioner Sir Bernard Hogan-Howe said: "This is the next step towards us improving our policing through the use of technology. It allows us to be more open and accountable to the public we serve."

In my experience Taser and Firearms officers go far beyond what is required. The public should be prepared to be shocked at what front line police deal with. ■

WRITTEN BY ANDY GRAY

# TAKE A STEP FORWARD



Improve policing using

**AXONflex**

*Be more open and accountable to the public.*



## Wide angle lens - Capture it all

Our point of view **AXONflex** has a 75-degree lens that provides a greater field of view, allowing officers to capture more of what they experience.



[uk.evidence.com](http://uk.evidence.com)

# STOP PRESS!

## PFOA Car Fleet

This month will not only be blessed to see the Shark Cops and BMW 116d ED. The two cars have served us well and have been very reliable and economical. They are making way for a new BMW 320d touring supplied by our friends at BMW H&D at an amazing price (too good to print as they say!) We will just be running the old car from now onwards.

## New Offices

The PFOA is in negotiations with a Police Service to occupy a rural police station for use as our HQ. We hope to have some news in the next month or so with regards to a date for the move. The castings and plans for the building will be tabled at the PFOA AGM on Friday 12th September for those present and the trustees to discuss. There are a number of ideas for the building including a Police Firearms Workshop.



## Promo DVD

The new PFOA promotional DVD is finished it will start to circulate around the Firearms units over the next few weeks. The first part of the DVD can be viewed on our website now. A big thanks go to James Guy and David Gagn Production for putting it together. The DVD explains what we do and why we do it. There are officers explaining how the PFOA has helped them and their families as well as an actor portraying a principal officer we are supporting. If you want a copy of the DVD or the link to download, please contact Mark Williams at [mark@pfoa.co.uk](mailto:mark@pfoa.co.uk) or call the PFOA office.



## Write for Top Cover

If you want to contribute to Top Cover please feel free to write an article on a hobby or interest you have. We are keen to hear from officers around their views on policing equipment etc.

## 24/7 Wellbeing phone line project

We are working on a 24/7 Wellbeing phone line project. This would involve a number of people staffing the phone line. This will be done regionally and with fully trained staff. If you know of anyone who would be interested in being involved in this project, and they have knowledge of policing, whether as an officer or partner of an officer please email details to [mark@pfoa.co.uk](mailto:mark@pfoa.co.uk). This will be a voluntary role working from home. Full training will be given.





BMW



**BMW-UK FORCES PFOA SCHEME.  
DRIVE A BMW 114i SPORT FOR  
LESS THAN YOU THINK.**

For details on all new BMW models available to PPOA and Police Federation members through the UK Forces Sales Programme, contact the team on 020 7514 3600 or email [BMW-lead.co.uk](mailto:BMW-lead.co.uk), quoting "PPOA Members".

**BMW Group**  
International & Specialist Sales Division  
66 Park Lane London W1K 7QJ  
020 7514 7500 [www.bmw.co.uk](http://www.bmw.co.uk)

Fuel economy figures for the BMW 1 Series 3 door range: Extra Urban 72.4 – 62.8mpg (19 – 4.0 l/100km) Urban 52.3 – 39.6mpg (5.4 – 6.9 l/100km) Combined 62.8 – 47.1mpg (4.5 – 4.5 l/100km) CO<sub>2</sub> emissions 118 – 154g/km

© 2006 The Authors  
Journal compilation © 2006 Blackwell Publishing Ltd

©2015 available in PDA members only. Downloaded from: 193.50.253.109. Copyrights held by PDA members available on request. Further reprints please contact: [reprints@pda.org](mailto:reprints@pda.org) or visit: [www.pda.org](http://www.pda.org). All rights reserved. No part of this publication may be reproduced, stored in a retrieval system, or transmitted, in any form or by any means, electronic, mechanical, photocopying, recording, or by any information storage or retrieval system, without prior written permission from the PDA. For more information, please contact: [info@pda.org](mailto:info@pda.org) or visit: [www.pda.org](http://www.pda.org).

ESTABLISHED  
1947

MOVING THE  
GUN TRADE  
A SINCE 1947



# EDGAR BROTHERS

## POLICE AND MILITARY DIVISION



ESPMD

[WWW.EDGARBROTHERS.COM](http://WWW.EDGARBROTHERS.COM)

TEL: +44 (0) 1625 430330 FAX: +44 (0) 1625 430707 EMAIL: [PMO@EDGARBROTHERS.COM](mailto:PMO@EDGARBROTHERS.COM)





# KEEPING SHERLOCK HAPPY



WRITTEN BY STEVE HOWSON

THIS ISSUE'S ARTICLE SURROUNDS MY EXPERIENCES AND ADVICE ABOUT DEALING WITH AND MANAGING THE INVESTIGATOR'S EXPECTATIONS AND NEEDS AT THE PIM SUITE AND BEYOND

**I** think we all know and accept that it is going to happen, the Investigator will be making contact with the PIM and will most probably want to attend the PIM suite. They will come in two guises:

- the Police Initial Investigating Officer (IIIO) and
- the Independent Investigating Authority (in England and Wales the Independent Police Complaints Commission) Senior Investigator (SI)

The first point I make is that they have an integral role to play in any PIM procedure, so ignore them at your peril! As the PIM I have always respected the Investigators, their role and their likely requirements and have been generally impressed by their approach and response to the principal Officers. That said, their response is often dictated by their own experience, knowledge of the subject and training. Let me deal with Police Investigators first.

## THE POLICE INITIAL INVESTIGATING OFFICER (IIIO)

The IIIO will generally come from Basic Professional Standard Departments although I accept this differs in Forces across the UK. Investigating a Police involved shooting is fortunately a rare occurrence and that fact is more often than not abundantly clear from the outset. I doubt very much that the IIIO has ever dealt with a Police shooting.

modern before let alone covered in on any training course they have ever attended. That's the rub. They will therefore deal with it (especially if there is a death) according to their training and understanding of their own relevant reference material (usually the 'Murder Manual'). Now I am an investigating what an investigator is to Post Incident Management – up a creek without a paddle! What I find difficult to comprehend is the sometimes clinical response of "I was financially and emotionally everything just in case". I

have a belief that they are already thinking that if they do not get and take everything they may be heavily criticised at a later date. Surely that is the wrong approach to the occurrence of a Police shooting?

Perhaps I am naive but I know Police Firearms Officers very well, probably more than many other individuals in the PIM community as a consequence of previously being a Firearms Officer myself and working closely with Firearms Officers for nearly 50 years. I know that if they pull that trigger, they will have done it for a perceived reason, contrary to



popular belief' never far far as insight, bloody-mindedness. Their training clicks in and they make a decision on what they see as best of them at that particular time. Sure, they make mistakes we are only human after all. But I believe as Police Officers carrying out an extremely difficult role in often extreme circumstances they deserve to be treated as professional witnesses and not as suspects, unless there is very good reason ('suspicion') to do otherwise. Therefore every forensic request should be done with due consideration – necessity and be legal! As "I want everything" request is simply not justified and at times borders on breaching the human rights of that Officer. As I have said many times before, treat them like suspects and they will react like suspects. I suspect that even with a real understanding of the difficult role the investigator has to perform.

It is my experience that the Police IIC will initially and understandably be very busy at the scene of the incident. Contact with the PIM is sometimes later into the process and limited. In the case of a death at the hands of the Police they are 'holding the fort' until the inevitable mandatory referral and take over by the IPCC. That contact is generally by phone confirming that APDs involved are at the scene, that weapons will need to be used and begun based on my experience some discussions around clothing seizure and equipping us to the names of the Officers.

Rest assured Post Incident Managers on relevant courses are taught to challenge and delve into the reasons for specific requests and their legality, and will politely but strenuously challenge those requests.

#### THE IPCC SENIOR INVESTIGATOR (SI)

I keep on saying it, but in my own experience a different approach is apparent. Conclusively and a businesslike manner clearly shines through. Any requests made are thought through and not plucked out of the air at random. It appears to me that any particular forensic recovery requests made are specific to the circumstances and usually justified.

The Senior Investigator I have dealt with have been courteous to the Officers involved and supported their needs in respect of their responsibility, both at the PIM suite and beyond. They have always

attended the PIM suite and offered the opportunity for the Principal Officers to meet them. This is an integral part of the process because the SI can declare the Officers' current status as a professional witness or suspect at that very early stage, something that the Officers' first initial Of course I, as a PIM, must be respectful of the Officers wishes as they may not wish to face the SI at that time, a response also expected by the SI.

The SI will ask the PIM if the rules of conferring have been applied. Rest assured PIM training already includes in depth considerations around this subject and PIMs are advised to ensure

---

as Police Officers  
carrying out  
an extremely  
difficult role in  
often extreme  
circumstances  
they deserve  
to be treated  
as professional  
witnesses and  
not as suspects

---

during the PIM's meet, greet and brief that the rules around conferring are explained and that Officers make a note of any conversations they may have had between the shooting incident and arriving at the PIM suite. I have to say that this week and I report my professional observation over many years that principal Officers act to a compliant and compliant way.

Regrettably I have become aware of a 'we-we' change in the approach of the IPCC over the last year. I am aware and have knowledge that the IPCC is approaching the subject of conferring

and significant witness interviews in a more holistic way. I do ask the question if there is some political agenda or interference on this issue? I am sure that there is a belief in some circles that Officers get together after a Police shooting, collude and make up a story that is clearly not true. All I can say is "not on my watch" and that any such prosecution that they do in as far from the truth as it could possibly be.

We all know that since the 7th March 2013 the IPCC have the power to compel Officers to attend interviews but the Officers are not obliged to answer questions. We are aware that that power was brought in to help the IPCC with the Hillsborough Enquiry but seems to have been glorified misused in Police shooting incident investigations. Some of the early applications and use of this power that have come to my notice do leave one cold. Is that not a 'disphemism to catch a nut'? Why don't we allow Officers to do what they do professionally on a day to day basis – write their statements for accordance with Stage four of 'Providing Accounts'? If it is then deemed necessary to conduct an interview – fine! Officers will have the appropriate legal protection and support necessary. It seems to me that investigators are too keen to serve principal Officers with a notice at the PIM suite to compel them to attend interviews which I believe puts them, their Federation Representatives and their legal advisors immediately on the back foot. The Police Service appears to have a hang up about the word 'interview' which is however understandably interpreted in the same context as 'suspect'. I suspect let them provide statements and then conduct an interview if necessary. It is my experience that Officers' statements have attracted widespread praise from investigators as to their content.

On various occasions I have become aware of an even more alarming, unsettling and potentially damaging direction from the IPCC that Officers should be questioned in the scene and the PIM suite post shooting. I thought the PIM process was supposed to be moving forward on this subject and not going in reverse back to the dark ages! If this is true have the IPCC really thought this through? Are they again acting under

political pressure with a misguided thought process that this shows openness and fairness! What about openness and fairness for the Officers?

I have a huge fear that this may happen in some force which has never had, or not had a recent Police shooting incident, has no 'organisational memory' for a PIM process and so may comply with any such direction from the IPCC without question. I have consulted many colleagues in the Police Federation and we are all given what their likely response will be. It was the PIM and I have separated principal Officers on the PIM note (and can I make it absolutely clear I would not support such a direction), on accordance the Feds will ask 'why?' If I want to give no sensible explanation I'm sure the next question would be 'are they under arrest?'. 'Of course not' would be my reply and I am sure their next action would be that the Feds would advise those Officers to attend the Federation Office with them and I would be told 'you can come in our office later once they have had their legal advice'. I have no conflict that I would have complete sympathy with that response. We must remind ourselves that the PIM process is totally voluntary and many people forget that.

Personally my great fear will be that the direction (if it happens) and the possible Fed response, will blow the PIM process completely out of the water. Where will that leave the investigation? Is a bigger void and state of non-cooperation than we have ever experienced than this? The current PIM process works. I accept it is not perfect but overall it supports the investigation whilst still supporting the welfare of the Officers. And just to state again thanks all IPCC Investigators are harden individuals with a desire to run principal Officers cases, they are utterly wrong because I know many would totally disagree with any such possible direction.

This direction of separation has to be the best of my knowledge, not been employed yet. Run the day (if it happens) but if certain IPCC Commissioners' remarks and views are to be believed, it may just be around the corner! That Incident Manager be advised that although the IPCC can direct the Chief Constable to undertake such action there is no sanction for not complying with it. In recent event applications the current ACPO Authorised Professional Practice, Module 7 – Post Deployments discussion and PIM proceedings have been found not to breach any Article 2 investigation.

Finally I would, without any shadow of a doubt and after all I have said above, try to be as supportive as I can be to the investigators in the following manner as a Post Incident Manager:

- Be polite and considerate of their role and as individuals with a thankful task to complete
- Listen to their requests and if an doubt require them to justify and qualify them
- Keep any disagreements away from the hearing and presence of principal Officers (they have enough to worry about)
- Include the Federation and Legal advisors during considerations. This can facilitate and support the process
- Have an regular contact and communication during the investigation

I hope I do not sound like I am standing on my soapbox! My next article will deal with the period between the PIM note and up to and including the hearing – a period of ups and downs, worry and concern for the Officers and their families that walk not completely by steps! ■

## PIM EXERCISES

In the past couple of months the PFQA has been invited to attend Post Incident exercises run by Norfolk and Suffolk and Humberside Firearm Units. The exercises have been very well received and indeed supported. The PFQA give constructive feedback about the exercises to help assist all those involved.

On the 8th May Simon Howson and Mark Williams attended Norfolk Police HQ where a firearms training exercise had been organised. Key participants involved in the incident unfolded via a radio in a nearby building. The incident resulted in a Police shooting. The principal Officers then returned to the main PIM suite where they went through the Post Incident Procedures. It was great to see so many in attendance including PWAs, Professional Standards, Scene of Crime, IPCs, SFCs and the IPCC. Six members from Water Gordon Solicitors (formerly RWF) attended to give advice on legal issues affecting the Officers. The Federation were also there in force and participated in the exercise.

On the 18th May the PFQA attended the Humberside Police Firearms Training department and witnessed a similar incident to that in Norfolk. Again the attendance was very good, including several Federation Reps and lawyers. These exercises are really a good way to test the response of the Force to a Police shooting and can be adapted to cater for any Police contact death or serious injury incident. One of the concerns the PFQA has always had is the inconsistent way that principal Firearms Officers are treated following a shooting. It really does vary from one part of the country to another. Humberside run an excellent exercise that day and it is quite apparent that there takes these matters very seriously.

If you would like the PFQA to attend and give constructive feedback to a PIM exercise please contact the PFQA on 01334 742 444 or email mark@pfqa.co.uk

# TAKING STOCK

## OF THE IPCC'S NEW POWER TO COMPEL ATTENDANCE AT INTERVIEW

WRITTEN BY **SCOTT INGRAM** SENIOR PRINCIPAL LAWYER, CRIMINAL & MISCONDUCT

SINCE 7<sup>TH</sup> MARCH 2013 THE IPCC HAS HAD THE POWER TO COMPEL A POLICE OFFICER WITNESS IN A DEATH OR SERIOUS INJURY FOLLOWING POLICE CONTACT INVESTIGATION (DSI) TO ATTEND A SET LOCATION AT A SET TIME TO BE INTERVIEWED

That power was given by the Government in the Police (Complaints and Conduct) Regulations 2013, and has the potential to impact strongly on the post incident process which until recently has worked well. There have been a number of DSI's since this date and so we can take stock of how this power is being deployed.

The process that had been followed prior to the introduction of the new power was for 'principal Officers', specifically those who had used force to provide an initial account before going off duty and then a detailed statement not less than 48 hours thereafter. This process followed guidance given by ACPO in 'The Manual of Guidance on the Management, Command and Deployment of Armed Officers'. Following the Guidance gave the Officers concerned, the investigating Officer and the PIM provisions should they be cross examined about the post incident process at a coroner's inquest. The Guidance specifically recognises the right of the Officers concerned to write their own statements rather than have statements prepared by the IPCC as an interview process.

The IPCC regularly sought to obtain detailed statements by serving the Officers witness to be interviewed as a significant witness, or where statements had been prepared by the Officers themselves (usually with the benefit of legal advice) the IPCC sought to obtain further information by serving the



SCOTT INGRAM

T 0204 611 1111

W [www.dorlandjournal.co.uk/PoliceLaw](http://www.dorlandjournal.co.uk/PoliceLaw)

Officers to attend an interview. Legal advice given to Officers generally had been that it was in their best interests to write their own statements rather than have the IPCC draft the statements for them because, when it came to giving evidence at the inquest, they needed to be entirely comfortable that what was in their statements reflected the evidence they would give when in the witness box and that problems could arise because of the interpretation that inevitably occurs when someone else drafts the statement. There was also the issue of conflict in that the IPCC's responsibility is to gather evidence to establish whether the use of force is justified and that is not in the best position to assist an Officer who is struggling to express himself clearly as to his justification for the use of force.

In a recent DSI in Thames Valley the IPCC wrote to key Police witnesses inviting them to attend to be interviewed and indicating that they could exercise their power to compel them to attend should they not do so voluntarily. The majority of witnesses took legal advice and while they attended the interview they chose to write their own statements rather than have those prepared by the IPCC in an interview scenario. One Officer who agreed to be interviewed was questioned by one IPCC investigator

while a second investigator typed up a draft statement on a laptop. The Officer was sent out while the IPCC investigators compared the draft of the Officer's statement and then invited the Officer back in to check and sign the statement. The Officer declined to sign the statement because he perceived there to be numerous differences between what he believed he had said or what he had intended to convey and that contained in the draft. It took some time for the Officer to amend the statement onto a form which he was happy to sign.

It is clear the IPCC intends to use its new powers to change the tried and tested process of Officers providing statements themselves, and therefore attack the process as recognised in the ACPO guidance. This puts Officers and, in particular, the PSM in a difficult position. Do you follow the ACPO guidance or the process suggested by the IPCC?

A recent attempt by the family of Mark Duggan (and another claimant) in a DSI case in Lancashire<sup>1</sup> to challenge the IPCC and ACPO as to the failure to take steps to prevent Officers conferring is a good indicator of the way the courts are likely to go on this issue. On the 18 June 2015 the High Court dismissed an attempt to force

the IPCC to segregate testing after there was no general prohibition on Officers conferring and that it was impossible to argue that the absence of guidance on this issue was a breach of Article 3 of the European Convention of Human Rights. The court commented that it was entirely reasonable for the IPCC to conclude that the effectiveness of an investigation may be undermined by adopting a procedure which conflicts with the ACPO guidance.

So, provided Officers follow the ACPO guidance they should be 'copper bottomed' when giving evidence at the inquest. The ACPO guidance recognises the right of Officers to write their own detailed statements rather than have those prepared by the IPCC in an interview. Legal advice given by Slater & Gordon will always be that it is in your best interests for you to write your own statement albeit with the clear intention of assisting the IPCC in its investigation. In time it is hoped that the granting of this extra power to the IPCC will be seen to have been misconceived.

For over 50 years, Slater & Gordon Lawyers, formerly Russell Jones & Wilson, has prided itself on providing great value legal services to Police Officers and personnel. For more information on the subjects covered in this article or other legal queries please contact us ■

I hereby affirm the above statement to be true

Signature \_\_\_\_\_

\_\_\_\_\_



On February 11<sup>th</sup> 2013...



**Slater &  
Gordon**  
*Lawyers*

**RJW became Slater & Gordon Lawyers.**

### What will it mean to you?

Last year as Russell Jones & Waller we represented **743 Police Federation members** in criminal and misconduct proceedings. **Recovered over £24 million in damages** for injured officers and their families. **Advised the Federation nationally and locally** on countless employment related matters. **Helped 860 officers nationwide** with family law issues. **Protected over 70 officers** in defamation cases and **saved members over £100,000** by using our discounted online Will's service.

**Therefore Slater & Gordon Lawyers will continue to do the same.** Our commitment to the Police Federation and its members will remain completely unaffected.

If you need legal help, contact the police legal specialists on the appropriate number below.

Criminal line

**0800 908 977**

Legal helpline

**0845 601 1907**

All lines are open 24 hours a day 365 days a year

PF Claims line

**0800 9171 999**

Family Law

**0808 175 7710**

"From the first phone call, to the conclusion of my case, I found them to be knowledgeable, professional and fully confident in their ability to represent me."

Police Federation  
March 2012

"Service did not faller from start to finish"

Police Federation  
March 2012

### Specialists in

- Criminal & Misconduct Allegations
- Personal Injury Claims
- Employment Law
- Family Law
- Defamation Matters
- Inheritance & Wills

### Additional services

- Legal helpline
- Online Legal Documents
- Fixed Fee Service & Discretionary options

### Offices Nationwide

Birmingham Bristol  
Cardiff London  
Manchester Milton  
Nottingham Newcastle  
Sheffield Wakefield  
& Birmingham\*

\*Representative office



Slater &  
Gordon  
Russell Jones & Waller

A unique learning  
opportunity from the PFOA

# STRENGTH THROUGH SUPPORT

POST INCIDENT MANAGEMENT CONFERENCE



9 HOURS  
CONTINUOUS  
PROFESSIONAL  
DEVELOPMENT

HOLIDAY INN HOTEL  
STRATFORD-UPON-AVON

28-29 OCTOBER 2013

To reserve your place call the PFOA office  
on 01354 742 444 or  
email us at [info@pfoa.co.uk](mailto:info@pfoa.co.uk)

Credit card payments accepted

Please book early as we do have limited  
spaces and are expecting this event to be  
very popular.



## BOOK REVIEWS



# Read on...

## THE CATALYST

BY GORDON BROWN

Published 23 May 2013  
 Price £7.99  
 Format Paperback  
 Genre Thriller  
 Pages 278  
 Dimensions 188mm x 128mm  
 ISBN 9781409134634  
 Sales 07520333114 or  
[enquiries@oldpublishing@gmail.com](mailto:enquiries@oldpublishing@gmail.com)



A HIGH PACED THRILLER ABOUT A MAN LIVING WITH A POWERFUL AND UNCONTROLLABLE AFFLICTION HIS MERE PRESENCE TRANSFORMS PEOPLE'S DARKEST THOUGHTS INTO ACTION



GORDON BROWN

Set in modern day Iraq and the USA, *The Catalyst* is an 80,000 word thriller about Craig McIntyre, an US military trained bodyguard, who has a powerful and uncontrollable affliction: his mere presence removes people's inhibitions, transforming their darkest thoughts into action.

Craig discovers he's the missing catalyst for violence when a prominent politician is diagnosed he is guarding in Iraq.

As the violence around him escalates Craig, the head of a clandestine US agency, discovers Craig's curse: forcing the unique potential to create the ultimate monster and backed by a US senator, Leland captures Craig and Craig's wife, Lorraine. While torturing and dragging Craig, in an attempt to mold him into a lethal weapon, Leland forces him to witness Lorraine's murder.

Craig is rescued by Charles Whyte, an ex Navy Seal when an attempt to assassinate the head of an African state goes badly wrong. Desperate at the death of his wife and mentally scarred from months of torture, Craig vows to kill Leland and the senator and bring an end to their depraved scheme. But he has to act fast because Leland has ordered the agency to hunt Craig down and bring him back dead or alive.

Gordon Brown was born and lives in Glasgow – having spent twenty-five years in the sales and marketing world working on everything from alcohol to global charities and from TV to lingerie. He lives in Glasgow with his wife and two children. *The Catalyst* is Gordon's third novel.



*The Catalyst* by Gordon Brown (see, not that one!) is an amazing well received thriller, soon to be nominated for a 'Readers' Scottish Crime Writers' Award in September 2013 (fingers crossed).

Gallop Press (the Police, Crime, Thriller imprint of Olibon Publishing) has released yet another cracking, blistering, fast paced "What if" novel of huge proportions, where there appears to be no limits as to what individuals, forces or indeed Governments may get up to or have done so...

A recent review by the best selling Daily Record in Scotland gave the following review "The book is fantastic. I was totally gripped by it. Could absolutely see this as a movie too, so do make sure it finds its way to UK"

"Cracking premise, blistering action and swarms of dodgy bad guys in series. *The Catalyst* is an explosive read that keeps the suspense dial turned to high from beginning to end"

**TOP COVER:** readers can order the book for a discount of 25% including free P&P from

**Website** [www.olibonpublishing.com](http://www.olibonpublishing.com)  
**Facebook** [facebook/olibonpublishing](https://www.facebook.com/olibonpublishing)  
**Telephone** 0203 32 53 814  
**Email** [alan.olibonpublishing@gmail.com](mailto:alan.olibonpublishing@gmail.com)



### Police Constable (Transfer) Including Aged and Franchise Officers: Royalty Protection

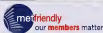
**NOTE:** Constabulary is currently seeking applications from existing Police Officers who have a Royal Warrant and the potential to develop around 4000

With no big existing Constabulary from all uniformed branches we are particularly interested in those who may already be authorized franchise officers or have applied and in 2013/14 have been and qualified under the deal

Franchise has throughout the country and will require the potential to provide Royalty Protection up to 100% of the company's revenue. Franchise Royalty Protection offers a wide range of services and compensation for officers living outside of a 20 mile radius

If you are a uniformed officer in a domestic primary market or one of the above to secure a part of the country, we invite you to join us for a franchise on day on Tuesday 10 August 2013 in the morning. London office staffed officers will be available to discuss the transfer process and opportunities available

To confirm your interest in the application please contact [recruitment@pccofranchise.com](mailto:recruitment@pccofranchise.com), please call



## Retirement looming? Options

regular pre-retirement seminars at a variety of venues around London.

- Completely different to those held at the Empress State Building
- Packed with important financial information for those who are approaching retirement
- Relaxed and informal - usually 3 hour afternoon sessions at:
  - Bushey
  - Imber Court
  - The Warren
  - Chigwell and other Met venues

Refreshments served

• Pensions • Wills • Mortgages • Savings • Investments

Have a plan when approaching retirement - take advantage of this free **menfriendly** service.



Scan the code

Metropolitan Police Priority Support Limited

Phone 0203 324654  
 Fax 0203 324654  
 Email [enquiries@mppl.org.uk](mailto:enquiries@mppl.org.uk)  
 Web [www.menfriendly.org.uk](http://www.menfriendly.org.uk)

constituted a charitable company for men's issues. Menfriendly Priority Support Limited was registered in the Public Companies (UK) register with the Companies House and the Financial Conduct Authority (FCA) on 10/10/10.

Incorporated under the Priority Support Act 2010 and registered in the UK for 2010

# Pedal4Payback

**5 Days, 4 Countries, 3 Friends, 2 Wheels, 1 Mission**

**Pedal4Payback** has been set up to raise money for 4 charities that all helped toddler Maide Moon and her family in various ways in their time of need after they were unfortunately involved in a serious road accident in September last year.

**Pedal4Payback** consists of 3 good friends and a support driver (including Maide's Dad and Granddad) who are taking on a 500 mile cycle ride starting at the Air Ambulance airbase on 24 August cycling into France, Belgium, the Netherlands and then back to England.

**Pedal4Payback** can be found on Facebook and also on Twitter @Pedal4Payback for updates, pictures and more information.

Please give them your support and help give something back to these 4 wonderful and extremely worthy charities by sponsoring them at <http://uk.virginmoneygiving.com/Pedal4Payback>



**Pedal4Payback** Proudly Sponsored by:



**CREATIVELY  
BANG ON TARGET**

**creativewell**

BRAND DESIGN | DESIGN AND PRINT | CORPORATE DESIGN AND ART  
CREATIVE TENDERS | EVENT CREATIVE SUPPORT | TALENTED TRAINING

[www.creativewell.co.uk](http://www.creativewell.co.uk)

## No1 CopperPot Credit Union Membership is FREE and is exclusively for the police family.

We have a range of savings and loan accounts that can accommodate all your needs. Instant access cash ISA accounts offer an active return and our instant access cash ISA currently pays 3% AER (variable). We offer affordable mortgages with a fixed rate for life and flexible and affordable loans of up to £25,000 are also available, with no hidden fees.

You can save and repay loans directly from your police payroll to direct debit and inclusive life cover means that if the worst were to happen, your savings would be protected and your loan would be cleared (terms and conditions apply).

Contact us...

General enquiries: 0845 130 1852

All rates subject to local rates

[www.no1copperpot.com](http://www.no1copperpot.com)



For more information visit [www.no1copperpot.com](http://www.no1copperpot.com) or contact us on 0845 130 1852. All rates subject to local rates. All rates subject to local rates. All rates subject to local rates.

# THE 2014 PFOA SUMMER BALL

Saturday 28th June 2014

The Beaumont Estate Hotel  
Old Windsor, Berkshire SL4 2JD

- Reception drinks
- Three course meal with coffee & mints
- Bottle of wine and two bottles of beer per person
- Live singer, disco,
- Prize draw & auction
- And some surprises!

Black tie, ball gowns & models

Toast Master: Andy Bignold

£75 per ticket

To book tickets call Debbie or Cheryl in the PFOA office on 01254 742 444

## Hotel Booking details:

Standard Rooms:

£75 single, £85 double with breakfast

Superior Rooms

£95 single, £105 double with breakfast

Deluxe Rooms in the White House:

£115 single, £125 double with breakfast

Junior Suite in the White House:

£195 single, £205 double with breakfast

Hotel Contact Number: 01753 640000  
quote 'PFOA Ball 28th June 14'



From the people who brought you Chronicle

# JML

## Training Solutions Ltd



### Tactical Medicine MOD5 - D13



Following the recent acquisition of Trident Medical, JML Training Solutions are pleased to offer the Police Mod5 D13 Tactical Medicine Training as part of their extensive portfolio. The course can be specifically tailored and adapted to suit the unique requirements of your force. It complies with and exceeds the guidance from the College of Policing.

We pride ourselves on no-nonsense, highly interactive training delivered by practicing healthcare professionals including paramedics. Couple this with the extensive firearms experience of the JML staff and we believe that our training in this area is the very best on the market.

We currently deliver this training to various Police Forces, Fire and Rescue Services, Ambulance Services and other public sector bodies. We are also able to deliver the full range of first aid training and our accreditation standards include: Institute of Health Care Development, (IHCD) Edexcel, Royal College of Surgeons and the Health and Safety Executive, (HSE). Contact us on the details below to discuss your requirements and experience the highest quality training currently on the market.



For more information please contact,

**Pete Thorpe** Dip/MC RCS (H&A) SrParam  
Head of Clinical Education / Critical Care Paramedic  
E-mail: P.Thorpe@jml-ta.co.uk  
Mobile: 07809 351825

**Kerth Tierney**  
Head of Training  
E-mail: K.Tierney@jml-ta.co.uk  
Mobile: 07775 905820



**edexcel**  
Approved Centre

**HSE**  
Health & Safety  
Executive Ltd

**hpc**  
registered

**PFAA**  
Policing Firearms Association

**UKFA**

# Let's Work Together

WRITTEN BY STEVE WHITE, DEPUTY CHAIR OF THE POLICE FEDERATION OF ENGLAND AND WALES, FORMER APO WITH AVON & SOMERSET POLICE



The feeling of being in a shooting range can be intimidating. At times, in my current role as vice-chairman of the Police Federation, I sometimes feel as though I am the silhouetted torso facing the targeted frustrations of Officers under attack. I remember vividly undergoing the selection process for becoming an Authorised Firearms Officer (AFO) which included a shooting assessment. I had never fired a gun in my life. The closest I had ever got was as an eight-year-old wedging a black plastic rifle. I had spotted it in a toy shop in central London and begged my mother that I had to have it. "It says it fires real bullets," I excitedly exclaimed. Why on earth I thought that sales pitch was going to actually convince my mother to buy it for me, god only knows, but buy it she did. I excitedly took it from its cardboard mounting, assembled the 'real magazine', inserted the grey plastic bullets and with a steady aim, fired the first shot. As my older brother. He was standing no more than five feet away. The bullet left the barrel at what I can only describe as a leisurely walking pace, barely actually reaching the end, and with a trajectory in the vertical it fell limply to the floor. My brother lived to annoy another day.

So there I stood on the range at Police HQ in Avon and Somerset with a Glock TP strapped to my thigh and I felt really nervous. Not about my ability, because I had no idea whether I could hit a barn door at ten paces, but because I had a real gun, with real bullets nestled awfully close to parts of my body with which I had become quite fond. In the days and weeks of initial training, to the advanced escort group training and six years of serving in an armed response vehicle (ARV), I fondly remember those days as being some of the most rewarding and challenging in my Police

career. Now, more than ever, we all recognise the value and contribution that Firearms Officers provide day in and day out across the country. The provision of assistance to Officers from the Police Federation is well known and quite clearly defined but, as policing evolves, so should the support mechanisms and organisations which provide the support recognise the need to change and adapt. The Police Firearms Officers' Association (PFOA) is a response for this evolution and is a key and equal partner in helping Police Officers, their families and colleagues in a way which perfectly complements the work of the Police Federation. We are two separate and distinct organisations with a common and shared purpose of caring about Police Officers, their colleagues and their families. The PFED do things which the PFOA cannot and likewise the PFOA do things which the PFED cannot. We must continue to have a strong relationship and bond, understanding each others' differences, expertise and benefits so that our Officers get the best out of both organisations.

As I sit reflecting on my service as an AFO, recalling those frustrating moments while prone at 30 metres trying to hit the target with a Glock, those moments of adrenaline highs as the hard stop is called, and the moments of hilarity and humour so essential in a close-knit team, I am thankful that I know that today the support offered from the PFED and PFOA to Officers who volunteer for these responsibilities improves year on year. Long may the relationship between us continue to flourish. ■



## TOP COVER TO YOUR DOOR!

### NOT A MEMBER OR IN A FIREARMS COMMAND?

Email or call us today to get your copy of TOP COVER magazine delivered to your door for just £12 per year (including postage UK only)

Email: [info@pfed.co.uk](mailto:info@pfed.co.uk) or  
Call: 01854 742 444  
Online: [www.pfed.co.uk](http://www.pfed.co.uk)

# MEMORIES OF BROADWATER FARM

METFRIENDLY IS A MUTUAL ORGANISATION SET UP TO PROVIDE ALL MEMBERS OF THE POLICE SERVICE AND THEIR FAMILIES WITH SAVINGS, INVESTMENT AND PROTECTION PRODUCTS.

**W**e have close ties with the Police and many of our staff and Board members are in police, and have years of experience serving on the frontlines in the Metropolitan Police and beyond. One such person is our new Chairman – former Chief Superintendent Mike McAndrew.

On Sunday the 6th of October 1985 Mike was an Inspector in charge of a Counter Support Unit consisting of 10 Officers and a Sergeant.

‘The previous day, on the Broadwater Farm Estate in Tottenham, the death of a local woman during a police riot saw tensions running high. The next day they erupted violently as hundreds of youths ran smoke and petrol bombs, rocks and bricks were hurled at police.

Stunned nearby and listening to the escalating chaos on his radio, Mike decided things were spiralling out of control and decided to head to the scene with his team. What followed was one of the most intense nights of Mike’s career. Over the next 10 hours or so, the police – ill-equipped, underprepared and under sustained attack – had to get control of the estate.

Broadwater’s elevated position and rubber-woman-like design meant the rioters were able to hold the police at bay while raining a seemingly endless barrage of petrol bombs and other missiles down onto their positions.

Mike’s team were right on the frontlines, dodging the fiery bombs and engaging in exhausting running battles with the mob. Eventually they were relieved and returned to the rear where one of Mike’s team members was shocked to discover a bullet hole through his perspex riot shield.

Mike then led his team to support an attempted entry around the side of the estate where Police and Fire Brigades were trying to extinguish a fire started by the rioters. During the attempt the Officers were ambushed resulting in the tragic death of PC Keith Blakelock, who was attacked by rioters wielding knives and machetes.

Mike saw his fellow officer being carried from the building and later, as word spread through the ranks, shattered Officers reacted in shock to the news that one of their own had been killed.

Concerned that TV and radio would soon be breaking the story of an Officer’s

death, Mike – long before the days of mobile phones – had to ask a nearby resident for use of their phone to call his wife and reassure her he was alright.

Mike says he was never scared during the night as he was not focused on the job at hand. However after the riot peaked and as the early hours and Mike had returned home, he was finally able to reflect with great sadness, and not a little shock, on the tumultuous events of the previous hours.

The tragic events at Broadwater Farm led to many recommendations and tactical adjustments regarding the policing of protests, rioting crowds and it is a night Mike McAndrew will certainly never forget.

Metfriendly welcomes Mike as our new Chairman and know his many years of service as an Officer will give an even better Police perspective on our operations than before. We are here to serve the best interests of all Police Service members and their families who are all eligible for membership with us. More information about Metfriendly can be found on our website at [www.mfriendly.org.uk](http://www.mfriendly.org.uk) ■





## Invest £10,000 or more with metfriendly and straight away you'll get an extra 1%!

Invest £10,000 or more in our ISA or With-Profit Bond and you will receive an extra 1% bonus that will be added to your investment (this can be split between you and your partner).

We offer mid to long term products designed for long term growth while keeping risks low.

**metfriendly** - an even better place to invest your lump sum, inheritance, or any other windfall money.

The offer is for applications made between the 1st September and the 1st November 2013



our **members** matter

Metfriendly is a trading name for Metfriendly Finance Private Society Limited

Phone: 0800 845657  
Email: [info@metfriendly.org.uk](mailto:info@metfriendly.org.uk)  
Web: [www.metfriendly.org.uk](http://www.metfriendly.org.uk)

metfriendly is a trading name for Metfriendly Finance Private Society Limited

Metfriendly Finance Private Society Limited is authorised by the Financial Conduct Authority and regulated by the Prudential Regulation Authority and the Financial Reporting Council (FRC).

Metfriendly is a member of the Financial Conduct Authority (FCA) and is registered in the FCA register.



# EDGAR BROTHERS

## POLICE AND MILITARY DIVISION



EBPMD

[WWW.EDGARBROTHERS.COM](http://WWW.EDGARBROTHERS.COM)

TEL: +44 (0)1625 430330 FAX: +44 (0)1625 430707 EMAIL: [PMO@EDGARBROTHERS.COM](mailto:PMO@EDGARBROTHERS.COM)

